

Tree of Life Lutheran Church

Annual Congregational Meeting

2016 - Moving Forward in 2017

January 22, 2016



Tree of Life Lutheran Church
Annual Meeting
January 22, 2017

1. Call to order
2. Establish a quorum (count from tellers)
3. Opening prayer - Pastor Chris Lake
4. Approval of meeting agenda.
5. Approval of minutes from January 24, 2016, annual meeting
6. Approval of minutes from May 15, 2016, special congressional meeting
7. Approval of minutes from September 25, 2016, special congressional meeting.
8. Recognition for service for retiring council members: Julie Weeks, Ted Dinklage, interim treasurer
9. Highlights from 2016
10. Nominations for church council positions (3 year terms)
 - A. Jim Voelz (treasurer).
 - B. Jack Zimmer
 - C. George Timmins
 - D. Kirk Helberg
 - E. Linda Baumgartner (second term)
11. Vote on Election of council members
12. Motion to approve suspension of bylaw Article II, Section 2.08, to allow the council president to serve an additional year, while Pastor Chris is on sabbatical leave.
13. Motion to elect Dennis McConnell to serve a partial, one-year term as president.
14. Financial report for 2016 - Update for stewardship and Seeds for Growth
15. Presentation and adoption of 2017 budget
16. Report of tellers*
17. New business
18. Closing prayer
19. Motion to adjourn 2017 congregational meeting

Tree of Life Lutheran Church

Congregational Meeting

January 24, 2016

The meeting was called to order at 9:15 a.m. by President Dennis McConnell. A quorum was established. Sign-in sheets are attached. Rev. Chris Lake led us in prayer.

A motion was made by Larry Klotz to accept the meeting agenda. The motion was seconded by Maxine McConnell and the motion carried.

Dick Mong made a motion to approve minutes from the Congregational Meeting in January, 2015. The motion was seconded by Alyce Devore and carried. Dick Mong made a motion to approve the minutes from the special called Congregational Meeting on April 26, 2015. The motion was seconded by Chuck Will and carried.

Outgoing Council members: Linda Bliese and Vickie Funderburk were recognized for their service.

A motion was made by Phil Anderson to accept the nominations for church council positions; Susan Blough for recording secretary and Heidi Beckham (current council member) for financial secretary serving a 3 year term. With no other motions made, Maxine McConnell seconded the motion and the motion carried.

President Dennis McConnell gave an update on activity at Tree of Life. Full details are in the attached PowerPoint presentation. Highlights include 39 new members, 44 youth and adults to camp, 19 youth and adults on the mission trip, expanding our adult education classes, increase in worship attendance. Facility updates include restoration of the bathrooms and adding a new bathroom including a shower in the Fellowship Hall.

President Dennis McConnell and Pastor Chris Lake gave an update on the Seeds for Growth. Donations are right on schedule with pledges. Seeds money was used for donations to Family Promise and Water to Thrive, updates and addition of bathrooms and mortgage. Questions were raised in regards to using money for mortgage payments and it was clarified that it is a loan and will be paid back when the money is available.

Larry Anderson gave the financial report for 2015. A copy of the report is added to these minutes. Pledge offering was over by \$28,000 than actual pledges at the end of the year. We still ended with a \$76,000 deficit. \$56,000 came from seeds money and the remainder came from the money left from last year's giving. The deficit included \$10,000 the congregation voted to give to Pastor

Chris Lake for medical expenses and staff Christmas gifts. These two items were not part of the budget.

He then presented the 2016 budget. Council went over the budget line by line and trimmed where ever was possible to get the expenses below the income but we still have a deficit of \$46,690.69. We have added Ryan Dockery to the medical insurance since he can no longer be covered on his father's insurance. Bunny Stoutes also asked for medical insurance for her family. Both these items are part of the deficit. He stated that we have a lot of great things going on here at Tree of Life and any more cuts would affect our ministry. He also commented that we had 3% raises for the staff and did remove it when trimming the expenses. Jim Rust asked if we have a budget for seeds money. Pastor Chris said we did not have one at this time. He also stated we did not want to tie ourselves down with uncertainty of the economy. Jim Rust made a point that we had a list of what seeds money was going to be used for and he feels we should still have a list even though we might not do it. Dennis McConnell wanted to make sure the congregation knew that for every \$50,000 received in Seeds contributions we would give to the ministries we had listed. A long time member of Tree of Life, Annette Chapman gave a nice speech about our situation. She reminded us that we have been in this situation before and we will get through it. We all need to continue to have faith. It brought a warm response from the congregation. Pastor Chris stated a big part of our ministry is about growing and it attracts new members. There being no more questions, Larry Finke made a motion to approve the 2016 budget. The motion was seconded by Treva Allen and the motion carried.

There were no reports from the tellers and no new business.

Closing prayer was led by Rev. Chris Lake.

With there being no further business a motion was made by George Timmons and seconded by Larry Klotz to adjourn. The meeting ended at 10:15 a.m.

Dennis McConnell, President

Vickie Funderburk, Secretary

January 24, 2016

Tree of Life Lutheran Church

Congregational Meeting

May 15, 2016

The meeting was called to order at 9:35am by President Dennis McConnell. A quorum was established by sign-in sheets. An opening prayer was offered by Pastor Chris.

Agenda was adopted.

The mission of Tree of Life is evident in her ministries including Family Promise, Water to Thrive, sending seventy people to Lutherhill camp and the mission trip, free Vacation Bible School, Wednesdays At The Tree (WATT), Mucking (a new ministry), and raising new pastors.

The 2016 Ministry offering and income Budget total is \$516,897. Total 2016 budgeted expenses were \$551,023 meaning \$10,596 is needed weekly. The 2016 Ministry income through April is \$161,904 short of budgeted amount by \$13,568. Amount borrowed from Seeds was \$12,155 giving a total of \$174,059, which is \$1,413 short of budget. Total expenses through April is \$169,269 which is \$5,745 below budget.

Efforts to save money were shown depicted on a "Savings vs. Budget" slide showing savings off \$1,500 in Fellowship, \$1,300 in Adult Ed, \$1,300 in Evangelism, and \$900 in Worship. There should be a savings realized soon in Electricity expenses due to the new programmed thermostats.

The Status of the Seeds money usage and balance showed the pledged total to be \$440,000 with a duration of the program being 36 months. An average monthly income of \$12,222 is needed to satisfy all pledges. Sixteen months into the three-year duration, a balance of \$195,552 would be expected. The total actually collected through April 30, 2016 is \$234,351, which is a little ahead, but donations have begun to slow. The April donation amount was \$3,985 which is \$8,237 short of the \$12,222 monthly average needed.

An update on building usage planning was presented. Jim Johnson is organizing efforts. A/C maintenance/upgrade is top priority. Fellowship Hall lighting has moved up in priority. Also discussed was adding space for offices/youth.

A preview of the Stewardship 2016 plan was presented. Directing efforts is Heidi Beckham and Jack Zimmer. An overview of qualified charitable distributions from IRAs was presented.

Closing prayer was led by Pastor Chris.

With there being no further business, a motion was made by George Timmins and seconded by Jeremie Brown. The meeting ended at 10:10am.

Dennis McConnell, President

Susan Blough, Secretary

May 15, 2016

Tree of Life Lutheran Church
Congregational Meeting
September 25, 2016

The meeting was called to order at 9:15am by President Dennis McConnell. A quorum was established by sign-in sheets distributed by Bunny Stoutes. An opening prayer was offered by Pastor Chris.

A motion was made by Jim Rust to address agenda item (4) before item (3) and was seconded by Treva Allen. Revised agenda was then adopted.

The slides presented at the meeting are included with these minutes.

A review of the 2016 finances revealed that TOL is operating at about 90%-99% for budgeted YTD expenses. Total expenses are about \$11,000 under budget. Giving is very close to the budget amount.

The 2016 Ministry Budget total income through August is \$516,897. Total 2016 budget expenses through August is \$551,023 meaning \$10,596 is needed weekly. The 2016 Ministry YTD actual income through August is \$346,649 and YTD actual expenses is \$365,868 leaving a deficit of \$19,219. Amount borrowed from Seeds is \$30,346. YTD budgeted expenses through August is \$377,507 which is a YTD savings of \$11,639.

Budget expenses for 2016 were discussed.

The Status of the Seeds money usage and balance showed the pledged total to be \$440,000 with a duration of the program being 36 months. An average monthly income of \$12,222 is needed to satisfy all pledges. Twenty months into the three-year duration, a balance of \$244,444 would be expected. The total actually collected through August 31, 2016 is \$266,905, which is a little ahead, but donations have begun to slow. Recent monthly amounts donated have been short of the \$12,222 monthly average needed. Seeds expenditures were reviewed showing a total spent so far of \$187,775, including \$82,763 borrowed for monthly mortgage payments, \$65,012 for old building refurbish, \$20,000 for mortgage principle pay down, and \$20,000 for donations. This leaves \$79,130 in the Seeds account.

The cost of carpeting vs carpet tiles for the fellowship hall and nursery was compared to the cost of carpeting vs carpet tiles for all the carpeted areas in the whole education building. A motion to approve \$20,000 for new carpet tiles in the education building was made by Jack Zimmer and seconded by Sue Koller. All except two present voted to approve the expenditure.

A review of 2016 ministry accomplishments and 2017 ministry challenges was presented.

Closing prayer was led by Pastor Chris.

With there being no further business, a motion was made by _____ and seconded by _____ to adjourn. The meeting ended at 10:10am.

Dennis McConnell, President

Susan Blough, Secretary

September 25, 2016

Council President Annual Report - 2016

Dennis McConnell

The president's annual report gives us a chance to look back over the past year and at the same time look forward to our ministries over this next year and possibly longer.

2016 highlights

Let's give thanks for the many blessings we have received in 2016, both individually and as a church body at Tree of Life.

We completed work to install shower and restroom facilities and new air conditioning systems in the fellowship hall and have nearly completed the painting and installation of the new carpet in the fellowship hall and classrooms.

We donated \$10,000 to support Lutherhill ministries. What a blessing to be able to financially support this exciting ministry!

We continue working to implement some of the suggestions from our visioning team, particularly working to provide better communication from council to the congregation.

We received a grant from the Lily Foundation to fund a 4 month sabbatical leave for Pastor Chris during 2017.

By the numbers

Tree of Life is blessed to have many visitors join us for Sunday worship, and many who decide to become members. Please introduce yourself and spend a few minutes visiting with them. A warm greeting or a soft word may make all the difference to that visitor.

Financially, we continued to borrow from Seeds to supplement our operating budget. I want to thank Tree of Life friends and family for their continuing, faithful financial support.

I want to share some encouragement that Peggy Hahn, LEAD Executive Director, recently shared with council. Tree of Life is one of the few congregations in our SYNOD that is growing. You are doing something right. Keep it up!

2017 ministry plans

During Pastor Chris' sabbatical leave, Ryan, assisted by Pastor Larry will assume pastoral duties at Tree of Life.

Because Ryan's relationship with Tree of Life will change in the fall of 2017 as he moves to the next stage of his ministry. I see this as one of our top priorities in 2017. To address this challenge of developing a youth leader who can continue to grow our youth ministries, we plan to bring Emily Work on part time in January and full time in May as our youth director. Emily has been volunteering at Tree of Life for over the past year,

devoting considerable time and energy to working with our kids. Ryan, Pastor Chris and council feel blessed to have Emily transition into our youth director position.

Carrie Peterson has joined our Tree of Life staff in a volunteer capacity. As a volunteer, Carrie spends considerable time and energy working at Tree of Life with Pastor Chris and Pastor Larry as she is attending her first year of seminary. I invite you to come and see Carrie in action at one of our adult Bible studies, Wednesday night or Sunday.

Tree of Life is blessed by having people like Ryan, Carrie, and Emily working with us. As they continue to work to discern their own calling to their work in our Lord's kingdom, we are also challenged to support their discerning process through our prayers and encouragement.

Tree of Life will sponsor 70 participants in camp and our mission trip this summer. Parents will be asked to help support these ministries, and we will have a couple of fundraisers, which we need and ask for congressional support.

Pastor Larry is working with Carrie to expand our adult education programs, offering Bible studies on Wednesday nights and an adult class on Sunday's between services. As Jesus invited 2 of his disciples, I would also invite you to "Come and see".

We plan to continue implementing some of the Vision team suggestions including more frequent financial reporting back to the congregation, and having Mr. and Mrs. Peterson in our facilities more frequently than once per week to better keep up with our growing custodial and maintenance needs. You will hear more about this throughout the year.

Proverbs 16:3 (NIV) Commit to the Lord whatever you do, and he will establish your plans.

Thank you,
Dennis McConnell
President - Church Council
Tree of Life Lutheran Church

president@treechurch.net

"Be quick to listen, slow to speak and slow to become angry," James 1:19b

Annual Report - 2016

Pastor Chris Lake

What will Tree of Life look like at the end of 2017. What will we be doing? How many people will come to worship? How much money will have been donated? All good questions and all hard to answer. The reality is that we truly can't know for certain, but we can base our guesses on what was accomplished in 2016. God has been busy with us.

This year our staff grew by one and we are down by one. Carrie Peterson came from Florida to our neck of the woods to go to seminary. She is currently enrolled at Wartburg, located in Dubuque, Iowa. Like Ryan Dockery before her, she is will be attending school through what is called distributive learning (more commonly referred to as distance learning) while working contextually in our parish. We are blessed to have people with such gifts willing to come and be her with us.

Sadly we also lost a staff member Ida Craig who has been with me for most of my ministry here. It is never easy to lose folks but I take comfort that she has a plan of bigger things in her future and that she will still be working with us on the weekends as we prepare for worship. She has been a good friend, a welcomed partner and she will be missed.

This was not the only loss we have seen this year. The floods that hit Houston and the folks in Baton Rouge made an impact for hundreds of square miles in both states. We, as a congregation had an opportunity to respond to the needs of others and respond we did. Many members of this congregation works tireless hours doing what we lovingly refer to as the "muck and gut." I am so proud of the work we performed and for the 6 to 8 families we assisted that they saw our love for church, God and Christ in our eyes.

Worship continues to be a place of growth for us as we saw an increase from 177 to 186 for 2016. During that time we also baptized 3 new members making a total of 34 new members. We also performed one funeral for long time member Curtis Bell. Overall, we have been a part of another amazing year our church continue to grow.

Last of all, I need to mentioned the work of two very special people. Jan Zuelke and Linda Baumgartner worked for months writing a grant to the Lilly Foundation so that I might be able to go on sabbatical in 2017. They were beyond successful and I only wish I could find words that captured the level of gratitude I have for their efforts. What I can say is that their efforts will give me time to stop and reflect deeply about the work we do here at Tree of Life and find answers to perhaps the most important question of all. What is God calling us to do next?

Blessings and Peace be with you,

Chris Lake
Senior Pastor

Annual Report - 2016

Pastor Larry Smith

I am pleased to report my activities as an ordained Elder and Director of AMEN ministries at Tree of Life Lutheran Church for the calendar year 2016.

- I have preached in worship at TOL twenty-eight times; presided at the communion table four times; served as lector or assistant minister three times. I have supplied in the pulpit at ELCA Lutheran and UM churches on ten occasions.
- I have represented Tree of Life Lutheran church on one occasion at a community event.
- I have facilitated four congregation wide educational studies (Disciples & Other Sinners; Confronting the Controversies; Half-Truths; and currently Bible Detective) and attempted a Sunday morning class.
- I organized and led an Easter Sunrise service and an acoustical Christmas Eve service;
- I have participated in the work of the church staff, worship committee, church council, choir, hand bells, and Lunch Bunch.
- During the year, I conducted two funerals and two weddings.
- As part of the ministry of TOL, I made hospital and home visits.
- Working with Pastor Chris I helped plan and implement new Advent, Lent & Christmas worship experiences.

In addition to these local church responsibilities, I have attended continuing education events to maintain my clergy credentials and stay current with successful Christian education programming models. I also served as an Assistant Spiritual Director on a Men's Walk to Emmaus.

Grace and Peace,
Pastor Larry Smith

Children, Youth & Family Annual Report - 2016

Ryan Dockery

The year 2016 seems to have flown right past us! The year was jam packed with many blessings, milestones, and celebrations. Last year we witnessed 6 students (Jillian Helberg, Madie Lake, Caden Macha, Sarah Mittlesteadt, Noah Pieniazek, Yuliana Rinehart, and Courtney Stoutes) be confirmed. We celebrated with Ethan Pieniazek, Laura Chaffee, Austin Funderburk, and Kyle Graves graduated high school.

This summer we set another record sending over 50 people to experience Christ's love at camp Lutherhill. We also sent 24 youth and adults to Arizona where we worked with the Navajo Nation. This reservation is living in high levels of poverty. They are actively working to become more self-sustaining through growing their own vegetation.

This summer we hosted another successful year of VBS. With the help of over 50 adults and youth volunteers we served almost 100 youth from all over the community.

We welcomed Emily Work as our summer intern. Emily brought her experiences from her many summers working at Lutherhill. She instantly connected and built relationships with our children and youth.

There are three new additions that I want to highlight.

We recently started a children's choir. This group is led by our music director John Burkwall. This is a ministry that the congregation has been hungry for and has finally come to fruition. The first night we packed over 20 children and youth into one room to and listened to them sing at the top of their lungs.

We also added a new weekly gathering night for our high school youth called Fusion. This is something I have been passionately awaiting for a few years now. It took the right amount of time, patience and nurturing to become a reality. But wow it was definitely worth the wait! Each week anywhere from 10-20 high school youth gather to worship, hear a message, laugh and play, and discuss in small groups.

Lastly, its with great joy to announce that Emily Work has begun working in a part time role effective January 1, 2017. This will continue until she graduates from Sam Houston in May. Following her graduation she will move into a full time position working as the director of children, youth, and family. The hope is to make the transition from me to her as seamless as possible. She is an amazing addition to an already amazing staff.

With that being said, this will be my last annual report. I've reached the point in my seminary education that calls for me to leave for internship beginning in the Fall. The hope is to stay in the Houston area for internship, but that has yet to be decided. I will continue to update you all. I've been spending time reflecting on the past 5 years, especially where we started compared to where we are now. It's been truly a blessing to watch youth ministry grow. I am forever thankful to Pastor Chris for his leadership and guidance. I am thankful to the best team of volunteers a youth dude could ask for. And lastly, I am thankful to a congregation who was willing to take an insane risk on a recent college graduate to help lead their children and youth.

God's Peace & Love,

Ryan Dockery

Director of Children, Youth & Family Ministries

Tree of Life Lutheran Church
3201 N. Loop 336 West
Conroe, TX 77304

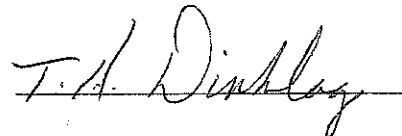
September 13, 2016

Members of Tree of Life Lutheran Church:

We, as an appointed "Financial Review Committee," have reviewed the financial reports of Tree of Life Lutheran Church. Our financial review covered the period of January 1, 2015 through December 31, 2015.

We performed the review at the request of the congregational president, and in accordance with the constitution and bylaws of Tree of Life Lutheran Church. In our opinion, the financial reports referred to above present fairly, in all material respects, the financial position of Tree of Life Lutheran Church as of December 31, 2015, and the results of its operations and its cash flows for the year then ended in accordance with generally accepted accounting principles.

The Financial Review Committee: Ted Dinklage



Doris Griffith



Final Budget Proposal

	2016 Actual	2017 Proposed
Income		
Borrowed from Seeds	\$35,349.00	\$0.00
Building Use Fees	\$3,900.00	\$4,000.00
Interest	\$93.21	\$100.00
Non Pledged	\$99,609.16	\$175,566.00
Other	\$66,194.00	\$72,893.00
Pledged	\$361,610.36	\$282,240.00
Total Income	\$566,755.73	\$534,799.00
Expenses		
Administration		
Computer/Software	\$5,275.00	\$5,500.00
Copier	\$6,140.69	\$6,000.00
Office Supplies	\$1,975.44	\$3,200.00
Postage	\$594.32	\$700.00
Telephone	\$4,248.07	\$4,200.00
Total Administration	\$18,233.52	\$19,600.00
Benevolence		
Campus Ministry	\$900.00	\$0.00
Car Seat Expenses	\$0.00	\$1,500.00
Pastor Discretionary	\$2,442.68	\$1,200.00
Seminary Scholarship	\$1,291.74	\$2,000.00
Synod Benevolence	\$24,000.00	\$24,000.00
Total Benevolence	\$28,634.42	\$28,700.00
Buildings		
Building Maintenance	\$13,938.00	\$11,000.00
Cleaning Service	\$462.50	\$0.00
Security	\$1,553.68	\$1,515.00
Electricity	\$15,755.95	\$15,000.00
Ideal Impact	\$1,843.59	\$4,743.00
Gas	\$338.89	\$350.00
Water	\$2,834.02	\$6,000.00
Total Buildings	\$36,726.63	\$38,608.00
Education		
Adult Education	\$2,012.09	\$1,500.00
Confirmation	\$1,625.66	\$2,500.00
Education Supplies	\$47.99	\$200.00
Sunday School	\$1,215.00	\$900.00

Added bulletin paper

Held in equity, just needed a line item out

Credit for 2016 due to leak caused savings

Final Budget Proposal

Total Education	\$4,900.74	\$5,100.00
Evangelism		
Advertising	\$3,355.93	\$3,000.00
Equipment	\$384.53	\$400.00
Evangelism Supplies	\$1,408.76	\$1,400.00
General Outreach	\$363.48	\$500.00
Image Rights	\$342.74	\$500.00
Printing	\$0.00	\$200.00
Website Fees	\$763.56	\$775.00
Total Evangelism	\$6,619.00	\$6,775.00
Fellowship		
Fellowship Supplies	\$5,844.44	\$6,000.00
Kitchen Supplies	\$247.31	\$300.00
Total Fellowship	\$6,091.75	\$6,300.00
Grounds		
Grounds Maintenance	\$16.23	\$0.00
Lawn Service	\$7,347.00	\$7,788.00
Trash Service	\$5,495.35	\$5,500.00
Total Grounds	\$12,858.58	\$13,288.00
Insurance		
Liability	\$11,826.75	\$11,944.00
Worker's Comp	\$2,266.63	\$2,500.00
Total Insurance	\$14,093.38	\$14,444.00
Mortgage		
Interest	\$53,699.84	\$53,609.04
Principle	\$42,386.83	\$41,656.68
Total Mortgage	\$96,086.67	\$95,265.72
Other Expenses		
Bank Charges	\$672.96	\$600.00
Council Misc	\$71.96	\$100.00
IRS Penalty	\$1,200.00	\$1,200.00
Painting Loan	\$2,500.00	\$5,000.00
Synod Conventions	\$470.00	\$470.00
Total Other	\$4,914.92	\$7,370.00
Staff		
Associate Minister		

*Needs short explanation

Final Budget Proposal

Professional Expenses	\$184.15	\$1,000.00	
Salary	\$12,960.00	\$12,960.00	
Stephen Ministry	\$1,675.00	\$2,200.00	
Total Associate Pastor	\$14,819.15	\$16,160.00	230,424
Cleaning Staff			
Salary	\$12,500.00	\$10,000.00	*Needs short explanation
Total Cleaning Staff	\$12,500.00	\$10,000.00	
Interns			
Youth	\$3,000.00	\$0.00	
Total Interns	\$3,000.00	\$0.00	
Office Manager - Bunny			
Continuing Education	\$924.38	\$1,000.00	
Salary	\$22,145.04	\$23,800.00	
ELCA Benefits	\$8,641.90	\$13,140.00	Now full time, took raise to pay for health insurance first, then salary
Total Media Manager	\$31,711.32	\$37,940.00	
Music Staff			
Instrumentalist	\$250.00	\$250.00	
Organist/Choir Director	\$17,160.00	\$25,000.00	
Sub Organist	\$250.00	\$500.00	
Total Music Staff	\$17,660.00	\$25,750.00	
Nursery			
Salary	\$6,460.65	\$6,565.00	
Total Nursery	\$6,460.65	\$6,565.00	
Asst Manager Ida			
Continuing Ed	\$577.77	\$0.00	
Salary	\$22,145.04	\$5,536.25	Resigned w/10 week severance
Total Office Manager	\$22,722.81	\$5,536.25	
Pastor			
Continuing Ed	\$2,579.76	\$4,000.00	
ELCA Benefits	\$36,081.28	\$39,300.00	
Housing	\$34,920.00	\$34,923.00	
Medical Expense	\$73.51	\$0.00	
Professional Expenses	\$2,114.94	\$1,500.00	
Salary	\$34,177.62	\$34,200.00	
Social Security Allowance	\$6,504.00	\$6,500.00	

Final Budget Proposal

Sub Pastor	\$400.00	\$750.00
Travel/Milage	\$1,243.41	\$2,300.00
Total Pastor	\$118,094.52	\$123,473.00
Payroll Tax Expense	\$9,257.36	\$8,157.00
Staff Christmas	\$0.00	\$0.00
Youth Director		
Salary	\$27,580.08	\$18,387.00
ELCA Benefits	\$5,840.33	\$5,840.00
Total Youth Director	\$33,420.41	\$24,227.00
New Youth Director		
Salary	\$0.00	\$18,667.00
ELCA Benefits	\$0.00	\$0.00
Total Youth Director	\$0.00	\$18,667.00
Visual Tech		
Salary	\$0.00	\$2,400.00
Stewardship	\$351.39	\$1,000.00
Worship & Music		
Choir Music	\$2,147.83	\$2,550.00
Copyrights	\$260.00	\$755.00
Sanctuary Supplies	\$2,910.74	\$3,000.00
Worship Planning	\$2,046.87	\$2,000.00
Total Worship & Music	\$7,365.44	\$8,305.00
Youth Ministry		
Camp/Mission Trip	\$32,738.43	\$30,000.00
VBS	\$4,583.68	\$4,600.00
Youth Fellowship	\$3,836.77	\$3,900.00
Total Youth Ministry	\$41,158.88	\$38,500.00
Total Expenses	\$547,330.15	\$562,130.97
Net Income	\$19,425.58	-\$27,331.97

Combined attire, handbells,
equipment and choir music
Copyright fees for slides, music,
etc

TREE OF LIFE LUTHERAN CHURCH
COMPARATIVE BALANCE SHEET
AS OF DECEMBER 31, 2016 AND 2015

	12/31/16	12/31/15	INCREASE (DECREASE)
ASSETS			
Cash and Investments:			
General Fund:			
Operating Fund Checking	22,135.21	(7,063.17)	29,198.38
Mission Investment Fund Checking	101.66	101.28	0.38
Certificates of Deposit	0.00	10,726.59	(10,726.59)
Total General Fund	22,236.87	3,764.70	18,472.17
Dedicated Funds:			
Checking Account:			
Seeds for Growth	51,878.61	90,665.75	(38,787.14)
Pastor's Sabbatical	45,611.16	0.00	45,611.16
Certificates of Deposit	10,819.42	0.00	10,819.42
Total Dedicated Funds	108,309.19	90,665.75	17,643.44
Total Cash and Investments	130,546.06	94,430.45	36,115.61
Fixed Assets			
Buildings	2,623,725.23	2,614,475.23	9,250.00
Children's Park	66,964.80	66,964.80	0.00
Furniture & Equipment	63,983.67	63,983.67	0.00
Land	411,021.00	411,021.00	0.00
Musical Instruments	87,000.00	87,000.00	0.00
Prayer Garden	3,424.94	3,424.94	0.00
Sound System	42,436.47	42,436.47	0.00
Total Fixed Assets	3,298,556.11	3,289,306.11	9,250.00
TOTAL ASSETS	3,429,102.17	3,383,736.56	45,365.61
LIABILITIES			
Current Liabilities			
Accounts Payable	1,753.29	5,689.79	(3,936.50)
Water to Thrive	4,192.09	2,992.53	1,199.56
Sunday School Painting	5,000.00	0.00	5,000.00
Payroll Taxes	2,637.67	2,944.37	(306.70)
Total Current Liabilities	13,583.05	11,626.69	1,956.36
Long Term Liabilities			
New Seeds For Growth	92,077.46	50,728.63	41,348.83
Church Mortgage	1,400,847.69	1,453,234.52	(52,386.83)
Total Long Term Liabilities	1,492,925.15	1,503,963.15	(11,038.00)
TOTAL LIABILITIES	1,506,508.20	1,515,589.84	(9,081.64)
EQUITY			
Dedicated	34,705.70	16,768.39	17,937.31
Unrestricted	1,887,888.27	1,851,378.33	36,509.94
TOTAL EQUITY	1,922,593.97	1,868,146.72	54,447.25
TOTAL LIABILITIES AND EQUITY	3,429,102.17	3,383,736.56	45,365.61

Fellowship Supplies	1,151.60	1,254.40	1,521.09	382.01	775.09	760.25	5,844.44	8,000.00	(2,155.56)	73%
Kitchen Supplies	0.00	139.69	41.64	0.00	65.98	0.00	247.31	1,000.00	(752.69)	25%
Total Fellowship	1,151.60	1,394.09	1,562.73	382.01	841.07	760.25	6,091.75	9,000.00	(2,908.25)	68%
Grounds:										
Lawn Service	1,947.00	1,816.23	1,800.00	600.00	600.00	600.00	7,363.23	7,788.00	(424.77)	95%
Trash Service	1,810.78	913.56	1,842.03	462.80	0.00	466.18	5,495.35	4,500.00	995.35	122%
Total Grounds	3,757.78	2,729.79	3,642.03	1,062.80	600.00	1,066.18	12,858.58	12,288.00	570.58	105%
Insurance:										
Church Liability Insurance	3,393.12	2,262.08	2,858.16	1,104.98	1,103.72	1,104.69	11,826.75	11,944.00	(117.25)	99%
Worker's Compensation	580.20	327.29	737.57	207.19	207.19	207.19	2,266.63	2,500.00	(233.37)	91%
Total Insurance	3,973.32	2,589.37	3,595.73	1,312.17	1,310.91	1,311.88	14,093.38	14,444.00	(350.62)	98%
Mortgage:										
Interest	14,157.24	12,945.01	13,419.87	4,355.07	4,489.85	4,332.80	53,699.84	55,000.00	(1,300.16)	98%
Principal	10,151.76	11,199.80	10,396.56	3,583.74	3,448.96	3,606.01	42,386.83	42,200.00	186.83	100%
Total Mortgage	24,309.00	24,144.81	23,816.43	7,938.81	7,938.81	7,938.81	96,086.67	97,200.00	(1,113.33)	99%
Other Expenses:										
Bank Charges	206.08	130.04	83.04	0.00	43.50	0.00	462.66	600.00	(137.34)	77%
Council Misc	0.00	71.96	0.00	0.00	0.00	0.00	71.96	100.00	(28.04)	72%
Investment Sales Commission	0.00	210.30	0.00	0.00	0.00	0.00	210.30	0.00	210.30	
IRS 2010 Penalty	300.00	300.00	300.00	100.00	100.00	100.00	1,200.00	1,200.00	0.00	100%
Synod Conventions	470.00	0.00	0.00	0.00	0.00	0.00	470.00	570.00	(100.00)	82%
Total Other Expenses	976.08	712.30	383.04	100.00	143.50	100.00	2,414.92	2,470.00	(55.08)	98%
Staff:										
Associate Minister of Pastoral Care:										
Professional Expenses	0.00	52.83	0.00	106.82	24.50	30.00	214.15	3,000.00	(2,785.85)	7%
Salary	3,240.00	3,240.00	3,240.00	1,080.00	1,080.00	1,080.00	12,960.00	12,960.00	0.00	100%
Total Associate Minister of Pastoral Care	3,240.00	3,292.83	3,240.00	1,186.82	1,104.50	1,110.00	13,174.15	15,960.00	(2,785.85)	83%
Cleaning Staff:										
Salary	3,750.00	3,750.00	3,750.00	1,250.00	0.00	0.00	12,500.00	15,000.00	(2,500.00)	83%
Total Cleaning Staff	3,750.00	3,750.00	3,750.00	1,250.00	0.00	0.00	12,500.00	15,000.00	(2,500.00)	83%
Interns:										
Youth	0.00	1,200.00	1,800.00	0.00	0.00	0.00	3,000.00	3,000.00	0.00	100%
Total Interns	0.00	1,200.00	1,800.00	0.00	0.00	0.00	3,000.00	3,000.00	0.00	100%
Media Manager:										
Continuing Education	332.91	160.64	265.26	120.00	45.57	0.00	924.38	1,000.00	(75.62)	92%
ELCA Benefits	2,153.34	2,180.56	2,154.00	718.00	718.00	718.00	8,641.90	7,285.00	1,356.90	119%
Salary	5,536.26	5,536.26	5,536.26	1,845.42	1,845.42	1,845.42	22,145.04	22,145.00	0.04	100%
Total Media Manager	8,022.51	7,877.46	7,955.52	2,683.42	2,608.99	2,563.42	31,711.32	30,430.00	1,281.32	104%
Music Staff:										
Instrumentalist	250.00	0.00	0.00	0.00	0.00	0.00	250.00	150.00	100.00	167%
Organist/Choir Director	4,290.00	4,290.00	4,290.00	1,650.00	1,320.00	1,320.00	17,160.00	17,160.00	0.00	100%
Substitute Organist	250.00	0.00	0.00	0.00	0.00	0.00	250.00	500.00	(250.00)	50%
Total Music Staff	4,790.00	4,290.00	4,290.00	1,650.00	1,320.00	1,320.00	17,660.00	17,810.00	(150.00)	99%
Nursery:										
Salary	1,595.96	1,395.79	1,752.84	703.30	601.60	411.16	6,460.65	6,844.00	(383.35)	94%
Total Nursery	1,595.96	1,395.79	1,752.84	703.30	601.60	411.16	6,460.65	6,844.00	(383.35)	94%
Office Manager:										
Continuing Education	285.00	169.86	2.91	120.00	0.00	218.04	795.81	1,000.00	(204.19)	80%
Salary	5,536.26	5,536.26	5,536.26	1,845.42	1,845.42	1,845.42	22,145.04	22,145.03	0.01	100%
Total Office Manager	5,821.26	5,706.12	5,539.17	1,965.42	1,845.42	2,063.46	22,940.85	23,145.03	(204.18)	99%
Pastor:										
Continuing Education	1,024.20	189.50	216.01	406.36	626.50	117.19	2,579.76	3,500.00	(920.24)	74%
ELCA Benefits Package	9,072.30	8,955.84	9,014.07	3,004.69	3,004.69	3,029.69	36,081.28	36,043.00	38.28	100%

Housing Allowance	8,730.00	8,730.00	8,730.00	2,910.00	2,910.00	2,910.00	34,920.00	34,923.00	(3.00)	100%
Medical Expense Savings	73.51	0.00	0.00	0.00	0.00	0.00	73.51	0.00	73.51	
Professional Expenses	841.42	242.05	736.38	128.10	34.01	59.47	2,041.43	1,500.00	541.43	136%
Salary	8,524.92	8,550.90	8,550.90	2,850.30	2,850.30	2,850.30	34,177.62	34,200.00	(22.38)	100%
Social Security Allowances	1,626.00	1,626.00	1,626.00	542.00	542.00	542.00	6,504.00	6,500.00	4.00	100%
Substitute Pastor	0.00	250.00	150.00	0.00	0.00	0.00	400.00	0.00	400.00	
Travel/Mileage	158.82	171.82	772.83	124.94	15.00	0.00	1,243.41	1,000.00	243.41	124%
Total Pastor	30,051.17	28,716.11	29,796.19	9,966.39	9,982.50	9,508.65	118,021.01	117,666.00	355.01	100%
Payroll Tax Expense	2,359.54	2,344.21	2,372.96	813.58	691.41	671.02	9,252.72	9,524.00	(271.28)	97%
Youth Director:										
ELCA Benefits	0.00	1,460.08	2,190.12	730.04	730.04	730.05	5,840.33	4,657.00	1,183.33	125%
Salary	6,895.02	6,895.02	6,895.02	2,298.34	2,298.34	2,298.34	27,580.08	27,580.00	0.08	100%
Total Youth Director	6,895.02	8,355.10	9,085.14	3,028.38	3,028.38	3,028.39	33,420.41	32,237.00	1,183.41	104%
Total Staff	66,525.46	66,927.62	69,581.82	23,247.31	21,182.80	20,676.10	268,141.11	271,616.03	(3,474.92)	99%
Stephen Ministry	0.00	1,675.00	0.00	0.00	0.00	0.00	1,675.00	0.00	1,675.00	
Stewardship	0.00	0.00	289.16	62.23	0.00	0.00	351.39	1,000.00	(648.61)	
Worship & Music:										
Bulletins	133.94	70.76	130.12	118.14	0.00	161.92	614.88	1,200.00	(585.12)	51%
Choir & Handbell Attire	784.00	0.00	0.00	0.00	0.00	0.00	784.00	0.00	784.00	
Choir Music	0.00	0.00	242.14	5.95	0.00	119.94	368.03	350.00	18.03	105%
Copyrights	0.00	0.00	0.00	0.00	0.00	260.00	260.00	755.00	(495.00)	34%
Equipment Maintenance	239.52	54.44	338.33	0.00	224.00	33.75	890.04	1,000.00	(109.96)	89%
Flowers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Handbell Music	105.76	0.00	0.00	0.00	0.00	0.00	105.76	200.00	(94.24)	53%
Sanctuary Supplies	893.94	560.81	676.11	234.70	89.95	455.23	2,910.74	2,700.00	210.74	108%
Worship Planning	334.66	325.66	148.97	826.00	271.86	139.72	2,046.87	2,300.00	(253.13)	89%
Total Worship & Music	2,491.82	1,011.67	1,535.67	1,184.79	585.81	1,170.56	7,980.32	8,505.00	(524.68)	94%
Youth Ministry:									0.00	
Camp / Mission Trip	4,766.00	20,720.69	1,801.74	0.00	5,450.00	0.00	32,738.43	29,360.00	3,378.43	112%
VBS	0.00	2,514.50	2,069.18	0.00	0.00	197.99	4,781.67	4,000.00	781.67	120%
Youth Fellowship	653.62	1,183.03	1,595.92	329.35	55.74	19.11	3,836.77	3,100.00	736.77	124%
Total Youth Ministry	5,419.62	24,418.22	5,466.84	329.35	5,505.74	217.10	41,356.87	36,460.00	4,896.87	113%
Total Expenses	132,121.34	148,033.91	131,749.77	43,126.61	49,974.33	41,206.42	546,212.38	551,023.03	(4,810.65)	99%
Net	(859.31)	(17,466.68)	(8,383.27)	1,765.86	(13,261.07)	23,399.22	(14,805.25)	(34,126.03)	19,320.78	